

MODERN SLAVERY POLICY

FOREWORD

Freedom Foundation AP is a site for KS1 & KS2 Alternative Provision. They are referred to as Freedom Foundation AP/AP for the benefit of students and this document.

1 MODERN SLAVERY ACT 2015 STATEMENT

A Modern Slavery Prevention Statement, also known as a 'Modern Slavery Statement' or 'MSS', sets out the steps taken by a business during a given financial year to ensure that there is no slavery or human trafficking taking place in their business or supply chains. Modern Slavery Statements must be published by businesses of certain sizes and may be voluntarily published by smaller businesses.

2 INTRODUCTION

This statement is pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the organisation's slavery and human trafficking statement.

3 DEFINITION OF MODERN SLAVERY

Modern Slavery can take many forms including the trafficking of people, forced labour, servitude, slavery, and criminal exploitation. Children (those under the age of 18) are considered victims of trafficking, whether or not they have been coerced, deceived, or paid to secure their compliance.

Victims of modern slavery can be men, women or children, of all ethnicities and nationalities. However, it is usually more prevalent amongst the more vulnerable, and within minority or socially excluded groups.

4 SLAVERY AND HUMAN TRAFFICKING STATEMENT

Freedom Foundation AP has a zero-tolerance approach to any form of modern slavery. We are committed to acting in an ethical manner, with integrity and transparency in line with our core values.

We are committed to ensuring slavery and human trafficking have no place in our business, in our supply chain or in those organisations that we invest. If we become aware of breaches of the Modern Slavery Act 2015, we will take

whatever action is appropriate.

5 POLICIES AND CONDUCT

Freedom Foundation AP strives to maintain the highest standards of conduct from our staff, and partners. We ensure that all of our staff operate under ethical conditions. We have a number of policies in place to ensure we are conducting in an ethical, impartial, and transparent manner. These include:

- Monitoring: we aim to conduct regular visits to our APs to monitor the conditions of AP staff
- Whistleblowing: we aim to always conduct our AP with the highest standards of integrity and honesty. Our staff are encouraged to report any perceived wrongdoing by the organisation or its staff that fall short of those principles (see our Whistleblowing Policy)
- Recruitment and selection: our recruitment process includes conducting eligibility to work in the UK checks to safeguard human trafficking or individuals being forced to work against their will
- Safeguarding: our safeguarding policy is in place to ensure that vulnerable people (children and adults) have their health, wellbeing, and rights protected in society and applies to all AP staff, trustee board members, and students (see our Safeguarding Policy)

6 DUE DILIGENCE

Freedom Foundation AP would never knowingly engage with partners, contractors or individuals involved in slavery or human trafficking.

7 TRAINING AND AWARENESS

Freedom Foundation AP employees are aware of modern slavery through the work that we undertake and our Safeguarding Policy which encourages any concerns for wellbeing or exploitation of children or vulnerable adults to be reported. We will continue to review and improve our anti-slavery policy and keep our employees as informed as we can.

REVIEW

Freedom Foundation AP keep this policy under regular review:

Review of this policy: April 2025

Next review date: April 2026

Reviewed by: Laura Grant

Position/role: Director of Freedom Foundation